



Legislation Text

File #: 24-1743, **Version:** 1

Interoffice Memorandum

DATE: November 13, 2024

TO: Mayor Jerry L. Demings and County Commissioners

THROUGH: N/A

FROM: Dr. Yvette M. Best, Human Resources Director

CONTACT: Reginald Davis, Human Resources Section Manager

PHONE: (407) 836-5479

DIVISION: Human Resources Division

ACTION REQUESTED:

Approval and execution of Memorandum of Agreement between Orange County and the Jerry B. Haddock Lodge #86 of the Fraternal Order of Police regarding a Weekend Extra Duty Incentive (Human Resources Division)

PROJECT: N/A

PURPOSE: Jerry B. Haddock Lodge # 86, Memorandum of Agreement

BUDGET: N/A

The Jerry B. Haddock Lodge #86 of The Fraternal Order of Police (FOP) represents a bargaining unit comprised of all employees of the Orange County Corrections Department in the job classifications of Correctional Officer, Correctional Corporal, Correctional Sergeant and Classification Officer. The County's current agreement with FOP remains in effect through Fiscal Year 2024-25. Subject to Board approval, to address staffing vacancies and reduce the number of mandatory weekend staff assignments, the Corrections Department and FOP have tentatively agreed on a voluntary Weekend Extra Duty Incentive as outlined in the attached Memorandum of Agreement . The incentive is a method of encouraging staff to voluntarily sign up in advance for known shift vacancies. Human Resources will coordinate with the Comptroller's Payroll Unit on the steps necessary to implement the incentive.

DEC 03 2024

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is entered into between ORANGE COUNTY (the “County”) and the JERRY B. HADDOCK LODGE #86 OF THE FRATERNAL ORDER OF POLICE (hereafter the “FOP”). The County and the FOP agree to create a Weekend Extra Duty Incentive to address weekend staffing issues in operational facilities, as follows:

1. Bargaining unit employees who voluntarily work a weekend shift outside their regular schedule in an operational facility will receive a \$125 Incentive for each such weekend shift voluntarily worked. The weekend shifts for purposes of this Incentive shall be the shifts beginning at 5am or 6am on Saturday through and including the shifts that end at 5am or 6am on Monday.

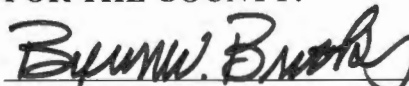
2. To be eligible for the Weekend Extra Duty Incentive:

- The bargaining unit employee must work the entire 12.2-hour shift to receive the weekend extra duty incentive. In cases where the employee’s late arrival is due to circumstances outside of their control, such as a delayed notification to report or an unforeseen event, Management may request them to work additional hours to ensure the total time worked corresponds to a 12.2-hour shift, thereby maintaining eligibility for the incentive. The incentive will not be prorated for partial shifts worked.
- The bargaining unit employee cannot have any unscheduled leave during the pay period. Bargaining unit employees who are off on pre-scheduled vacations and/or Family Medical Leave (FML) during the pay period shall remain eligible for the Incentive.
- The work performed on the shift must be inside one of the operational facilities, to include the Hospital and Perimeter.
- The bargaining unit employee must have volunteered to work the weekend shift. Employees who are mandated to work the weekend shift are not eligible for the Incentive.

3. The Weekend Extra Duty Incentive may be sunset at any time at the discretion of County/Department management without bargaining over the decision or the impacts of the sunset.

4. This Agreement will be effective upon its ratification by the Board of County Commissioners.

FOR THE COUNTY:

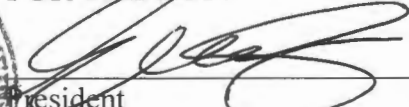

Byron W. Brooks, AICP

County Administrator

3 December 2024
(Date)



FOR THE FOP:


President

11/25/24
(Date)